

2015-17 Biennium Workforce Projects/Programs

The Workforce Leadership Team has developed the following document to lessen any confusion there may be on the various state and federally funded workforce development programs operating in North Dakota. The document includes the current biennium allocation, a description for each program, the state agency or organization responsible for administering the program and most importantly a link to the administering agency's website. This will allow a user to quickly find the appropriate administrating agency and utilize the program.

Program Name	Administrator	2015-17 Appropriation	Туре
Job Service North Dakota	Job Service ND		E
JobsND.com Spidering	Job Service ND	\$300,000	E
JobsND.com Mobile Accessibility	Job Service ND	\$109,500	E
New Jobs Training	Job Service ND	\$3,800,000: Est. from state tax	F
Workforce 20/20	Job Service ND	\$1,579,836	F
Workforce Enhancement Grant	Commerce	\$1,000,000	F D
Tribal College Grant	Commerce	\$3,000,000	D
Operation Intern	Commerce	\$1,550,000	D
Relocation Program – ExperienceND	Commerce		ER
Statewide Workforce Recruiting	Commerce	\$300,000	ER
Campaign (Find the Good Life)			
<u>AmeriCorps</u>	Commerce	Total: \$2,140,923	D
		Federal: \$1,933,923	
		State: \$ 207,000	
Area Health Education Center (AHEC)	Commerce	\$200,000	EDR
TrainND	CTE	\$3,000,000	T
Vocational Rehabilitation	DHS	Total: \$25,678,904	E D
		Federal: \$20,180,694	
		State: \$ 5,498,210	
Adult Learning Centers	DPI	Total: \$6,165,484	D
		Federal: \$1,965,484	
		State: \$4,200,000	

Available Tax Credits	
Program Name	Administrator
Work Opportunity Tax Credit (WOTC)	Job Service ND
57-38-01.16. Income tax credit for employment of developmentally disabled or	Taxation
<u>chronically mentally ill persons</u>	
57-38-01.24. Internship employment tax credit	Taxation
57-38-01.25. Workforce recruitment credit for hard-to-fill employment positions	Taxation

Scholarships		I
Type/Program	Targets	Program Amount
Academic and Technical Education	High School Students taking advanced	\$14,054,677
	coursework	
Student Financial Assistance Grants	First-time undergrads	\$25,634,276
Scholars Program	Upper 5% of ND ACT test takers	\$2,113,584
Native American Scholarships	ND Residents and tribe members	\$649,267
STEM Occupations Student Loan	Individuals with STEM-approved occupations	\$3,349,000
<u>Program</u>	who have GPAs of 2.5	
<u>Teacher Shortage Loan Forgiveness</u>	Specific teachers	\$760,000
Professional Student Exchange	Reciprocity to students	\$4275,015
Addiction Counseling Loan Program	Addiction Counseling Interns	\$200,000
Medical Personnel Loan Repayment	Medical Professionals	
<u>Program</u>		
Dental Loan Repayment Program &	Dentists	
Practice Grant		

Federally Funded Programs					
Program Name	Administrator	Funding Amount	Туре		
Workforce Investment Act (WIA)	Job Service ND	\$4,463,277	FDE		
Trade Adjustment Assistance (TAA)	Job Service ND	JSND requests as needed	F		
		from DOL			
Training for Regional Energy North Dakota	Trade Adjustment	\$9.9 million: Federal	T D		
(TREND)	Assistance				
	Community				
	College and Career				
	Training				

Program Goal Type Basic Definitions

- T Training: Refers to providers offering training to incumbent workers, currently or previously engaged in workforce
- F Training Funds: Refers to programs designed to provide dollars for skillset training
- D Development: Refers to students, typically applicable for credit
- E Employment: Refers to situations of connecting job seekers with available employment options
- ${\sf R}$ Recruiting: Refers to situations where workforce from out-of-state are approached regarding in-state opportunities
- I Incentive: Refers to workforce options rewarding individuals or employers

Biennium Workforce Project Descriptions

Job Service North Dakota (JSND) – Provides an online labor exchange system and access to state and local labor market information; assistance from experts on employer and job seeker services. Job Service also administers federal programs that provide training assistance to individual job seekers.

Applicants: Job Seekers, employers, general public

<u>Direct Beneficiaries</u>: Job Seekers – receive information on jobs and if registered will access application instructions from employers who have the ability to list their jobs. General Public – can access labor market information (LMI) information via the website

Program Goal Type: Employment

http://www.jobsnd.com/

JobsND.com Spidering – utilized by Job Service North Dakota's website, an online tool that searches the internet for job postings and automatically posts them to the job lists. These postings are captured from several sites including employer job boards/websites, CareerBuilder.com, government job boards, Indeed.com and Monster.com.

Applicants: NA

<u>Direct Beneficiaries</u>: Job seekers and employers who aren't able to designate specific time to list individual

positions

2013-2015 Biennium: \$300,000 2015-2017 Biennium: \$300,000 Program Goal Type: Employment

JobsND.com Mobile Accessibility – updating Job Service North Dakota's website to enhance usability for users searching for jobs on mobile devices. Acknowledges a trend in technology changes and site usability.

Applicants: NA

Direct Beneficiaries: Job seekers and employers

2013-2015 Biennium: \$0

2015-2017 Biennium: \$109,500 Program Goal Type: Employment

New Jobs Training – State-funded training program which helps new or expanding primary-sector employers secure funding for worker education and training. Funds are generated by capturing employee income tax withholdings to repay loans, grants, or self-financing options.

<u>Applicants</u>: Employers

Direct Beneficiaries: Employees and Employers

2013-2015 Biennium: \$3,800,000 in state individual income tax

2015-2017 Biennium: Estimated \$3,800,000 state individual income tax collected and redistributed to employers

Program Goal Type: Training Funds

http://www.jobsnd.com/business/business-related-resources

Workforce 20/20 – Training program which helps employers keep up with technological advances, global competition and new work methods. Matching funding assists employers in training/upgrading current workers' skills.

Applicants: Employers

Direct Beneficiaries: Employees and Employers

2013-2015 Biennium: \$1,512,491 2015-2017 Biennium: \$1,579,836 Program Goal Type: Training Funds

http://www.jobsnd.com/business/funding-workforce-training

Workforce Enhancement Grant - State funded program directed to the designated training institutions for grants to develop or enhance training programs in response to business and technology needs. Grants are administered by the Department of Commerce and require a dollar-for-dollar match from the private sector obtained by the college.

<u>Applicants</u>: Lake Region State College, North Dakota State College of Science, Bismarck State College and Williston State College

<u>Direct Beneficiaries</u>: Colleges - strengthening their offerings/updating their curriculum, students - accessing more technology to take to their future employment

2013-2015 Biennium: \$2 million 2015-2017 Biennium: \$1 million

Program Goal Type: Training Funds, Development

http://www.workforce.nd.gov/workforce/WorkforceEnhancementGrants/

Tribal College Grants - Established during the 2013 Legislative Session and codified in 54-60.2 to assist tribally controlled community colleges in preparing students for the state's high demand jobs. The grant also allows the community colleges to assist students in establishing in-state businesses.

<u>Applicants</u>: Cankdeska Cikana Community College in Fort Totten, Fort Berthold Community College, Sitting Bull College, Turtle Mountain Community College, United Tribes Technical College <u>Direct Beneficiaries</u>: Tribal Colleges-expanding classrooms, offerings, and technology, students-accessing technology to take to their future employment or assisting in the establishment of business

2013-2015 Biennium: \$5 million 2015-2017 Biennium: \$3 million Program Goal Type: Development

http://www.workforce.nd.gov/workforce/tcg/

Operation Intern – A state funded program available to North Dakota employers through the Dept. of Commerce. Provides up to \$3,000 in matching funds per student/per term for a maximum of \$6,000 per student, and a maximum of \$30,000 per employer in a biennium. The 2015 Legislative session included \$50,000 for teacher externships. Teachers would receive a \$2000 stipend for completing an externship. The program would provide for \$1000 per teacher with the employer providing a dollar for dollar match. Participating teachers would then be required to apply what they learned to their classroom curriculum.

Applicants: Employers who have an intern program and host a teacher externship

<u>Direct Beneficiaries</u>: Employers who match dollars to have interns; teachers participating in an externship.

2013-2015 Biennium: \$1.5 million

2015-2017 Biennium: \$1.55 million, \$50,000 will go toward teacher externships

Program Goal Type: Development http://operationintern.com/v1/

Relocation Program, ExperienceND – Non-financial assistance to individuals interested in relocating. Extensive media exposure on North Dakota's economic strength, quality of life, and work opportunities has resulted in substantial out-of-state job seeker interest in all occupational areas and skill levels. Administered by the Department of Commerce.

<u>Applicants</u>: Out-of-State Job Seekers, Employers listing positions in North Dakota

<u>Direct Beneficiaries</u>: Job Seekers who receive personal help, Employers who list North Dakota jobs with

salaries of \$30,000 and above

Funding: No specified allocation in the Department of Commerce budget

Program Goal Type: Employment, Recruitment

http://www.experience.nd.gov/

Statewide Workforce Recruiting Campaign (Find the Good Life) – In response to the workforce challenges, the North Dakota Economic Development Foundation has launched a workforce recruitment initiative titled "Find the Good Life in North Dakota." Efforts to date have included creating a portal branded website, a targeted digital marketing campaign, developing a statewide Recruiter Network, as well as efforts to reach out to veterans with skillsets that could be a good fit with job openings within the state. This initiative has been supported by private company contributions, which has been matched with funds from the Department of Commerce.

2013-2015 Biennium: \$400,000 2015-2017 Biennium: \$300,000

Program Goal Type: Employment, Recruitment http://findthegoodlifeinnorthdakota.com/

http://www.workforce.nd.gov/workforce/RecruiterNetwork/

AmeriCorps – Grant program which supports volunteerism to fill unmet community needs while keeping individuals connected to their communities and providing them with educational assistance. The Department of Commerce provides administrative support to the North Dakota State Commission on National and Community Service who governs the program.

Applicants: Nonprofits, school systems, government entities

<u>Direct Beneficiaries</u>: Individuals that are volunteering, qualified applicants, communities – who serve as the host to the programs and volunteers

2013-2015 Biennium: \$1,987,394 (Federal Project = \$1,389,149 + Federal Administrative = \$391,245 + State

Administrative = \$207,000, required state match)

2015-2017 Biennium: \$2,140,923 (Federal Project = \$1,578,298 + Federal Administrative = \$355,625 + State

Administrative = \$207,000, required state match)
Program Goal Type: Development, Recruitment
http://www.workforce.nd.gov/volunteer/Americorps/

Area Health Education Center Grant (AHEC): Grant awarded to improve access to healthcare in rural and medically underserved areas. This is accomplished by forming academic and community partnerships that link the resources to address the healthcare work force needs of rural communities. A key AHEC goal is to interest North Dakota's youth in healthcare occupations. ND AHEC reaches K-12 students through Health Scrubs Camps and Academies, Marketplace for Kids, HOSA-Future Health Professionals, and related career enrichment activities.

2013-2015 Biennium: \$400,000 2015-2017 Biennium: \$200,000

Program Goal Type: Development, Employment, Recruitment

https://www.ndahec.org/

TrainND – State supported program for the four designated training institutions of higher education (Lake Region State College, North Dakota State College of Science, Bismarck State College and Williston State College). Provides comprehensive, customized worker training to meet employer-defined needs. Designed to help North Dakota's employers maximize productivity and excel in global competition. Note: While TrainND is operated through the four community colleges, its state funding allocation passes through the Department of Career and Technical Education. Their allocation is about 17% of their budget, with direct training fees coming from businesses (68%), and college contributions (15%) making up the remainder. Cost of training varies depending on employer needs.

<u>Applicants</u>: Employers looking for specific training that will be completed by outside trainer <u>Direct Beneficiaries</u>: Employers looking for skills, technical schools offering specific training, individuals who can receive additional training

2013-2015 Biennium: \$4 million (\$3 million + \$1 million one-time equipment funding)

2015-2017 Biennium: \$3 million Program Goal Type: Training

http://trainnd.com/

Department of Human Services, Vocational Rehabilitation – Rehabilitation to include counseling and guidance, mental and physical restoration, and training to include academic and on-the-job supports, such as job coaching and OJT.

<u>Applicants</u>: Persons with a physical or mental impairment that creates an impediment to employment Direct Beneficiaries: Both employers and applicants

2013-2015 Biennium: \$25,677,814 (Federal = \$20,179,694 + State = \$5,498,120) 2015-2017 Biennium: \$25,678,904 (Federal = \$20,180,694 + State = \$5,498,210)

Program Goal Type: Development, Employment

http://www.nd.gov/dhs/dvr/

Department of Public Instruction, Adult Learning Centers — Promotes and supports adult education programs that serve adults who are at least 16 years of age; are not enrolled or required to be enrolled in a secondary school under State Law; and who lack sufficient mastery of basic educational skills; do not have a secondary school diploma or its recognized equivalent; or cannot speak, read, or write the English language. Services available in each Adult Learning Center include: reading/writing, science, social studies, math, computer literacy and other basic academic skills, English Language acquisition for adults who are unable to read, speak or write English, workplace and career planning and readiness, and GED test preparation.

Applicants: Adults who are at least 16 years of age

<u>Direct Beneficiaries</u>: Students needing GED or remediation for employment, post-secondary; ESL services; citizenship; employment assistance

2013-2015 Biennium: \$4 million (Federal = \$1,900,000 + State = \$3,100,000)

2015-2017 Biennium: \$6,165,484 million (Federal= \$1,965,484 + State = \$4,200,000)

Federal funds under the Workforce Investment Act Title II and state funds (NDCC 15.1-26)

Program Goal Type: Development

https://www.nd.gov/dpi/Administrators/AdultEd/

Scholarships and Loan Forgiveness Programs

Academic and Technical Education Scholarships – Administered by the North Dakota University System and created to encourage and reward high school students for taking challenging coursework in preparation for attending an accredited public, private or tribal college, or university. Total value is \$6,000; \$750 per semester.

<u>Applicants</u>: Scholarships are renewable for full-time students who maintain GPAs of 2.75 or higher.

2013-2015 Biennium: \$10 million

2015-2017 Biennium: \$14,054,677 million

http://ndus.edu/students/paying-for-college/grants-scholarships/

Student Financial Assistance Grants (State Grant Program) – Administered by the North Dakota University System and provides non-repayable grants to first-time undergraduate students who attend state public, private or tribal colleges. Awards up to \$1,650 per academic year, based on enrollment status.

<u>Applicants</u>: North Dakota high school graduates or GED recipients who meet campus admission requirements and enroll in ND colleges or universities. Programs of study must be for at least one year.

2013-2015 Biennium: \$21,245,679 2015-2017 Biennium: \$25,634,276

http://ndus.edu/students/paying-for-college/grants-scholarships/

Scholars Program – This program administered by the North Dakota University System provides merit-based, full-tuition scholarships to North Dakota high school graduates who choose to earn undergraduate degrees in North Dakota. This full-tuition scholarship is renewable for up to three years to any tribal or private college or University System college or university. Scholarships for students who attend private institutions equal the average tuition at a University System research university.

<u>Applicants</u>: High school juniors who score in the upper fifth percentile of all North Dakota ACT test takers will be considered as a candidate for the Scholars award. Due to limited appropriation, not all students in the upper fifth percentile will be funded. Recipients must maintain cumulative GPAs of 3.5.

2013-2015 Biennium: \$2,113,584 2015-2017 Biennium: \$2,113,584

http://ndus.edu/students/paying-for-college/grants-scholarships/

Native American Scholarships – Based on scholastic ability and financial need, this program administered by the North Dakota University System grants between 150 and 175 scholarships to enrolled members of North Dakota Indian tribes. Scholarships range from \$800 to \$2,000 per academic year.

<u>Applicants</u>: Applicants must be North Dakota residents and enrolled members of federally recognized Indian tribe. They must be accepted for admission by a North Dakota institution of higher learning or state vocational education program and be enrolled as a full-time student. Recipients must maintain GPAs of 2.0 or higher.

2013-2015 Biennium: \$649,267 2015-2017 Biennium: \$649,267

http://ndus.edu/students/paying-for-college/grants-scholarships/

STEM Occupations Student Loan Program – Intended to reduce student loan indebtedness for college graduates who work in STEM-related fields. Eligible graduates receive up to \$1,500 per year in student loan forgiveness for each year they are employed in an approved occupation. Individual benefits are capped at \$6,000. The number of loan reductions is contingent upon legislative appropriations, not all applicants are funded.

<u>Applicants</u>: College graduates who earned GPAs of at least 2.5 and have been employed in an approved occupation for a year. Qualified contracted teachers are eligible.

http://ndus.edu/students/paying-for-college/grants-scholarships/

Teacher Shortage Loan Forgiveness Program – Reduces student loan indebtedness for specific teachers. Funding recipients are eligible for up to \$1,000, maximum of \$3,000, for each consecutive year they teach in a teacher shortage area. The number of loan reductions is contingent upon legislative appropriations so not all qualified applicants are assured funded.

<u>Applicants</u>: Individuals who teach at grade levels and/or in content areas identified as having teacher shortages.

http://ndus.edu/students/paying-for-college/grants-scholarships/

Professional Student Exchange Program – Administered by the North Dakota University System, student exchange/reciprocity programs allow students to take advantage of academic programs which may not be available in their home states. These programs typically lower the amount of tuition that out-of-state students pay to attend public colleges or universities in participating states. Applications are dependent on available space and if the reciprocity agreement covers the program.

<u>Applicants</u>: Students who want to attend a program of study not offered in their home state. Currently agreements are in place with Minnesota as well as the Midwest Student Exchange Program (Illinois, Indiana, Kansas, Michigan, Minnesota, Missouri, Nebraska, and Wisconsin).

https://www.ndus.edu/students/exchange-reciprocity-programs/

Addiction Counseling Intern Loan Program – Administered by the Bank of North Dakota, an addiction counseling intern would be eligible to receive a loan from the Bank of North Dakota for a total of \$7500 to assist in expenses accrued during the internship. Resulted from HB1149 in 2015 Legislative Session.

Applicants: Addiction counseling interns located in the state of North Dakota.

http://banknd.nd.gov/

Medical Personnel Loan Repayment Program – Administered by the State Health Council to encourage specified medical professionals practice in North Dakota. Funding recipients are eligible to receive dollar dependent on current profession, \$10,000 - \$20,000 to repay acquired loans, half of which comes from the community with the remainder coming from the state. Five applications are selected each year.

<u>Applicants:</u> physician, clinical psychologists, nurse practitioners, physical assistants and certified nurse midwives, addiction counselors, professional counselors, or licensed social workers who will graduate one year after submitting application and have graduated from an accredited training program in US or Canada and have not practiced full-time in North Dakota within three years of application date.

http://www.ndhealth.gov/oca/Mid%20Loan%20Repayment%20Program.pdf

Dental Loan Repayment Program and Practice Grant – Administered by the State Health Council to encourage dentist who are licensed to practice in North Dakota and provide public health/nonprofit dental care. Funding recipients are eligible to receive \$80,000 over a four year period. Applicants are limited each year. Resulted from SB2205 in 2015 Legislative Session.

Applicants: ND licensed dentist with priority going to remote, underserved locations.

http://www.ndhealth.gov/OCA/Dental%20Loan%20repayment%20Program.pdf

Available Tax Credits

Work Opportunity Tax Credit – Federally funded tax credit program, administered by Job Service North Dakota, for private sector employers when hiring certain target groups of job seekers who face employment barriers. The requirements of this program are set by the IRS and USDOL.

<u>Applicants</u>: Employers hiring specific workers. <u>Direct Beneficiaries</u>: Employers, Employees

Program Goal Type: Incentive http://www.jobsnd.com/wotc

57-38-01.16. Income tax credit for employment of developmentally disabled or chronically mentally ill persons

Employers can qualify for tax credit for wages paid to a developmentally disabled or chronically mentally ill employee.

Under section: 57-38-30

Credit Amount: 5% of up to \$6,000 in wages paid during the first year for each employee

Limitations: Credits cannot exceed 50% of employer's liability

Program Goal Type: Incentive

http://www.nd.gov/tax/data/upfiles/media/2015%20Corporate%20Income%20Tax%20Credit%20Booklet.pdf?2016 0111152301

57-38-01.24. Internship employment tax credit

Employers can qualify for tax credit if they have an internship in ND, where the supervised applicant is enrolled in a college/tech school and is receiving credit for the experience.

Under section: 57-38-30 or 57-38-30.3

Applicants: Qualifying employers with qualifying interns

Direct Beneficiaries: Employers

Credit Amount: 10% of the stipend/salary paid to the intern

Limitations: No more than \$3,000 for all taxable years combined, cannot exceed 5 interns at the same time

Program Goal Type: Incentive

http://www.nd.gov/tax/user/businesses/incentivesexemptions/income-tax-incentives/microbusiness-investment-and-employment-credit

57-38-01.25. Workforce recruitment credit for hard-to-fill employment positions

Employers can receive credit for costs to recruit/hire hard-to-fill positions that require extraordinary recruitment methods for positions that have not been, yet promoted for 6 months. These salaries must meet or exceed the state average wage as determined by Job Service North Dakota.

Under section 57-38-30 or 57-38-30.3

<u>Applicants</u>: Qualifying positions include hiring a recruiter, posting on recruiting sites, advertising in professional publications, listing on a website, and using hiring incentives (relocation costs, sign-on bonus). Recruiting efforts must be unsuccessful for 6 consecutive months.

Credit Amount: 5% of the salary paid for the first year

Limitations: The credit may not exceed an employer's liability for the taxable year. Any amount of unused credit may be carried forward for up to 4 years after initially claim year.

Program Goal Type: Incentive, Employment, Recruiting

http://www.nd.gov/tax/user/businesses/incentivesexemptions/income-tax-incentives/workforce-recruitment-credit

Federally Funded Workforce Programs

Workforce Investment Act (WIA) – Training, support, other assistance, including funding, administered by Job Service North Dakota, are provided to applicants for employment preparation.

Applicants: Economically disadvantaged youth, economically disadvantaged adults, and dislocated workers

Direct Beneficiaries: Eligible applicants

Current Federal Allocation: \$4,463,277

Program Goal Type: Training Funds, Development, Employment

http://www.jobsnd.com/individuals/training

Trade Adjustment Assistance (TAA) – Training, support, other assistance, administered by Job Service North Dakota, for reemployment. Funding is determined on an as needed basis from the Department of Labor.

Applicants: Employees who are being laid off due to foreign competition

<u>Direct Beneficiaries</u>: Employees Program Goal Type: Training Funds

http://www.jobsnd.com/individuals/training

Training for Regional Energy in North Dakota (TREND) — Grant from the US Department of Labor, administered by the Trade Adjustment Assistance Community College and Career Training grant program, to expand consortium colleges' current energy-related programs through additional equipment, enhancement of career navigation services and creation of some new training programs with a focus on energy-related occupations, welding, CDL, and building and construction trades in western North Dakota.

<u>Recipients</u>: (2013-2015)Bismarck State College (Lead), Williston State College, Turtle Mountain Community College, Sitting Bull College and Fort Berthold Community College

(2015-2017)Bismarck State College (Lead), Williston State College, Turtle Mountain Community College & Sitting Bull College

<u>Direct Beneficiaries</u>: Colleges-strengthening and expanding their offerings and student support services, updating curriculum and adding equipment, energy industry employers who are seeing shortages in specific skillsets

2013-2015 Biennium: \$14.6 million Federal Grant (Oct 12 – Sept 16) 2015-2017 Biennium: \$9.9 million Federal Grant (Oct 14 – Sept 18)

Program Goal Type: Training, Development http://energy.bismarckstate.edu/nece/trend/